



Gender Equality and Social Inclusion Policy

Approved By
CAHURAST Board

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Gender Equality and Social Inclusion (GESI) policy is a statement of intent that demonstrates our commitment to ensure that gender equality and social inclusion are considered and implemented into every aspect of our work supporting to reduce inequalities and exclusion in both programs and organizations.

Definitions

Gender: Gender refers to the socially constructed roles and characteristics of men and women which varies from society to society and can be changed.

Gender Equality: Gender equality refers to men and women, who receive equal treatment, enjoy the same rights, resources, opportunities and protections without any discrimination between them.

Gender Equity: Gender equity refers to the process of being fair to women and men. Gender equity means steps taken to achieve fairness and justice in the distribution of benefits and responsibilities between women and men

Social Inclusion: Social inclusion refers to a process whereby certain groups who are discriminated on the basis of their age, gender, caste, disability, social status and ethnic background from the society and systematically excluded from opportunities that are open to others. It also means ensuring that socially excluded people have the ability, opportunity and dignity of people, disadvantaged on the basis of their gender, ethnicity and disability status to take part in society.

As defined by the United Nations, gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Social exclusion is defined by the Department of Economic and Social Affairs of the United Nations as the involuntary exclusion of individuals and groups from society's political, economic and societal processes, which prevents their full participation in the society in which they live. Gender equality and social inclusion are seen as not only a fundamental aspect of human rights and social justice, but also a precondition to improve the development process by putting social concerns at the centre.

CAHURAST Commitment towards GESI

The Constitution of Nepal 2015 has provided a mandate for GESI to bring women, people with disabilities, marginalized, minorities, and backward communities into the mainstream of National Development. Considering the need highlighted in our constitution, and emphasizing “leave no one behind”, CAHURAST is dedicated and committed to advancing gender equality and social inclusion in our organization and in all of our programs. The commitment to ‘leave no one behind’ has been a key feature of all the discussions on the post- 2015 agenda and the SDGs. At CAHURAST-Nepal, we passionately believe in the idea that ‘no goal should be met unless it is met for everyone’; it is therefore crucial that marginalized groups and women and girls are made central to our approach. If they are educated, empowered and engaged, they will actively take part in building institutions to promote a state that is open, accountable and responsive to their needs and expectations.

Activities for implementation

- Develop capacity of the staff to carry out GESI analysis
- Develop guidelines and indicators to access, analyze and document GESI outcomes
- Mainstreaming GESI in all aspects of project cycle
- Establish GESI sensitivity in all terms of reference, including TORs for external consultants and technical experts
- All interview panels should be gender balanced consisting of at least 33% women in the formation of the panel
- Equal career development opportunities including development of posts, training and internal promotion
- Ensure that staff access to and use of facility and information technology available in office is unbiased in terms of gender and inclusion
- Address GESI related barriers by properly identifying targets groups
- For the recruitment of the staff, 40% will be prioritize for women
- Women from marginalize and excluded group will be given more prioritize to be participate in the program, decision making process and taking leadership
- Include 50% participation of woman/girls in the program organize by the organization maintaining the gender equality but prioritizing the gender equity
- Prioritize GESI in planning, implementing, budgeting, monitoring and evaluation of program at local levels to ensure services are accessible and available to women, marginalize and backward groups
- Work place and working environment will be made favorable based on GESI perspective
- Ensure a safe and secured working environment for all staff through adoption of Anti-harassment policies, and action against sexual harassment as zero tolerance policy

- Safe and secure transport and accommodation when travelling, particularly for women staff
- Child care facilities for mother (father if applicable) up to the lactating period
- Non-discriminatory wage - “equal wage for equal value of work”
- Providing at least 55 days paid pre-post maternity leave and no cost leave for 30 days
- Emphasis will be given on networking, cooperation and partnership with other organization/agencies which are concern with GESI
- GESI mainstreaming will be focused on the organizational 3E strategy i.e Educate, Empower and Engage and 3P strategy i.e. Production, Protection and Promotion